

Carolinas Pandemic Preparedness Task Force Meeting: Achieving Health Care Workforce Stability and Resilience, Presentation 1

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Sheps Health Workforce NC &
NC Health Professions Data System

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**THE CECIL G. SHEPS CENTER FOR
HEALTH SERVICES RESEARCH**

Potential Pandemic Effects – Ongoing Discussions

Workers could be leaving the health workforce:

- Burnout?
- Retirement?
- Childcare needs?
- Part time workers stopping entirely?
- Quitting w/ vaccine mandate?

Workers could be choosing new roles in less acute settings or for higher pay:

- Nurses moving from hospitals to ambulatory care?
- Nurses leaving staff for contract/travel positions?



Potential Pandemic Effects – Ongoing Discussions

Increased interest/enrollment in health workforce education programs?



Increased health workforce due to pandemic licensing waivers and flexibility?

- Temporary reactivation of licenses
- Emergency NC licenses for those licensed in other states
- Waive testing requirements for recent graduates

Existing Data – What Do We Know?

North Carolina Health Professions Data System (HPDS)

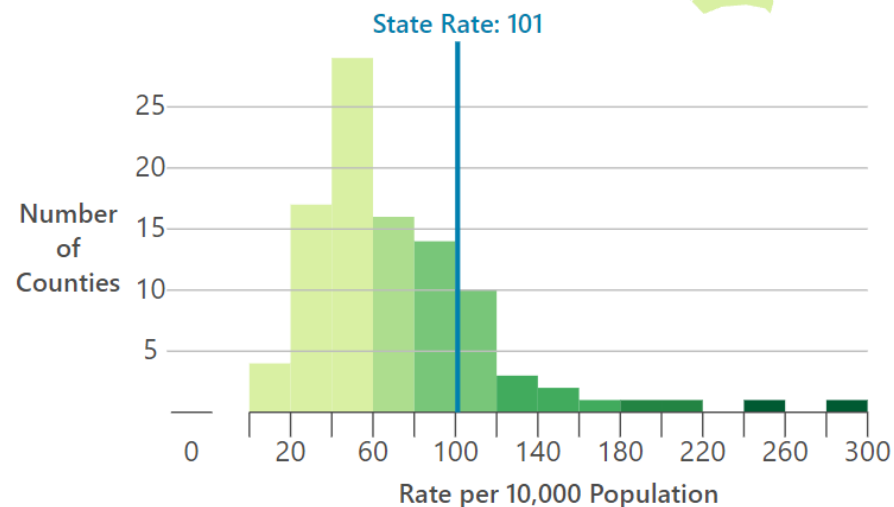
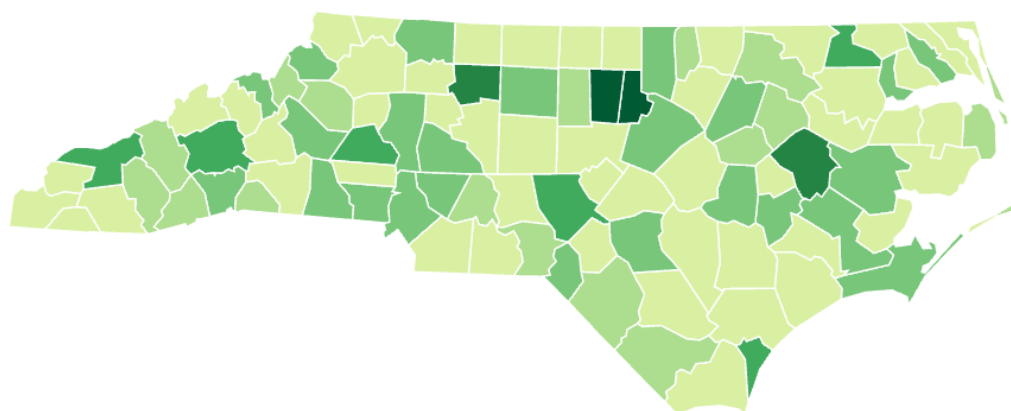
- Collects and disseminates descriptive data on selected licensed health professionals in North Carolina in partnership with licensing boards.
- Maintained by the Program on Health Workforce Research & Policy at UNC's Cecil G. Sheps Center.
- Supported by the NC Area Health Education Centers
- Oldest continuous state health workforce data system in the country.



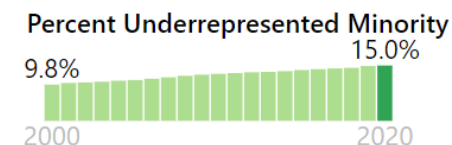
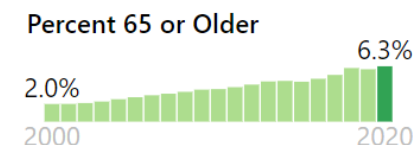
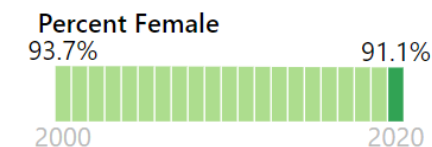
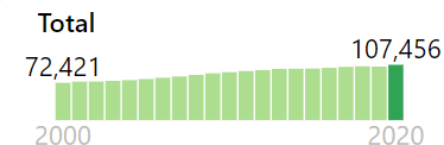
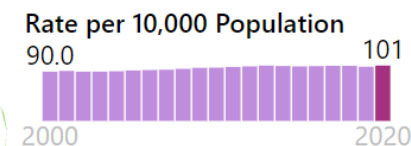
Existing Data – What Do We Know?

2020 licensure data relatively consistent with prior years: **RNs**

Registered Nurses per 10,000 Population by County, North Carolina, 2020



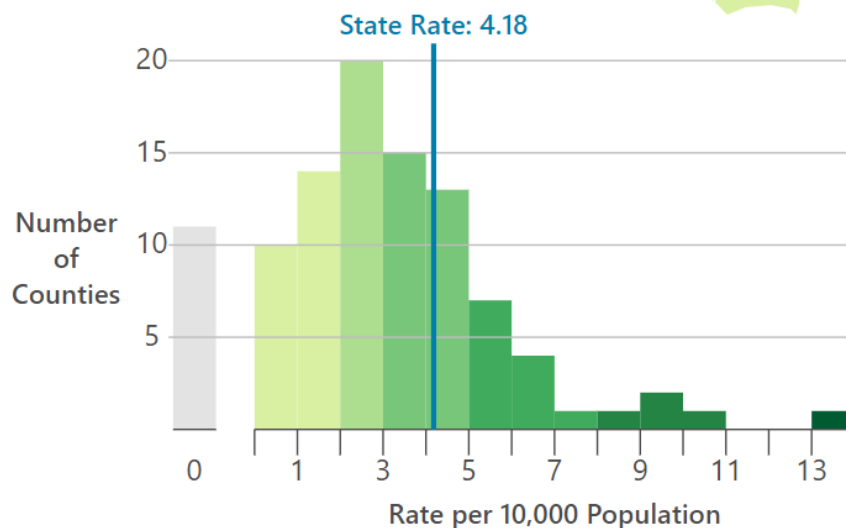
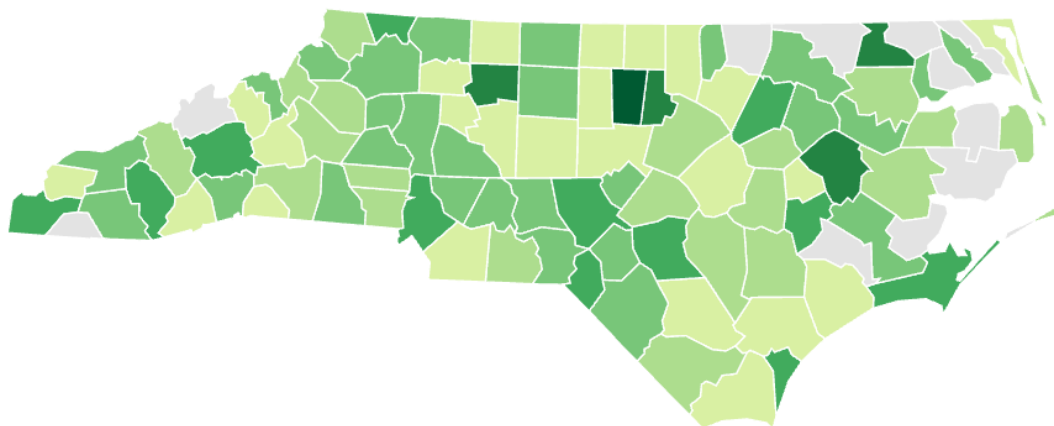
Profession Demographics for North Carolina



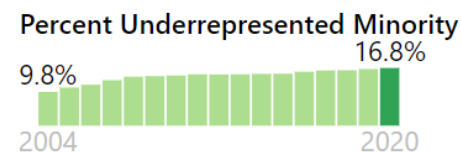
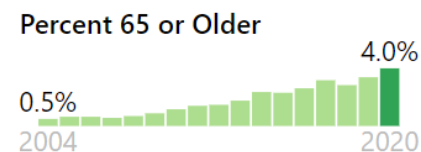
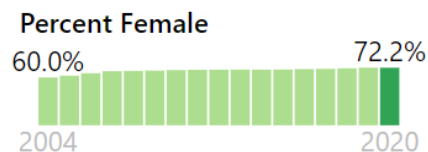
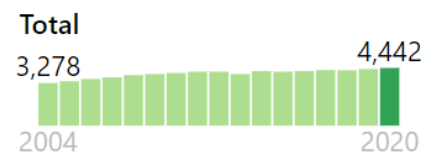
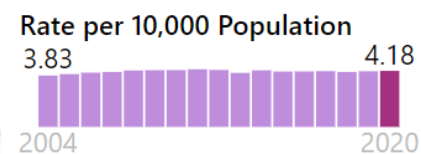
Existing Data – What Do We Know?

2020 licensure data relatively consistent with prior years: **RTs**

Respiratory Therapists per 10,000 Population by County, North Carolina, 2020



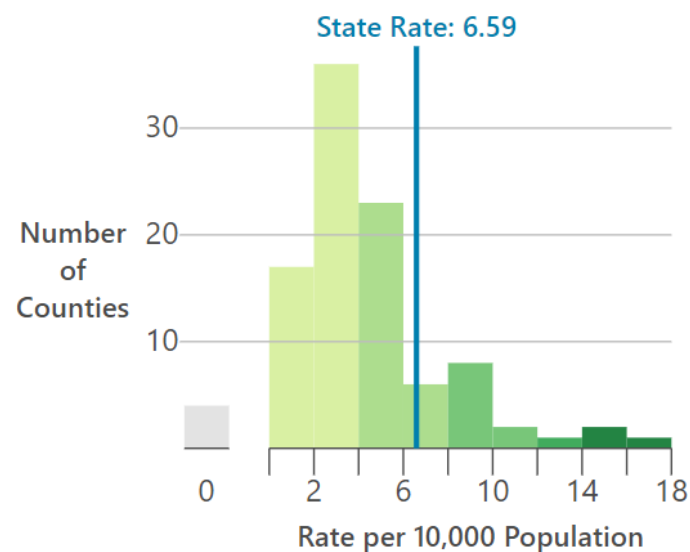
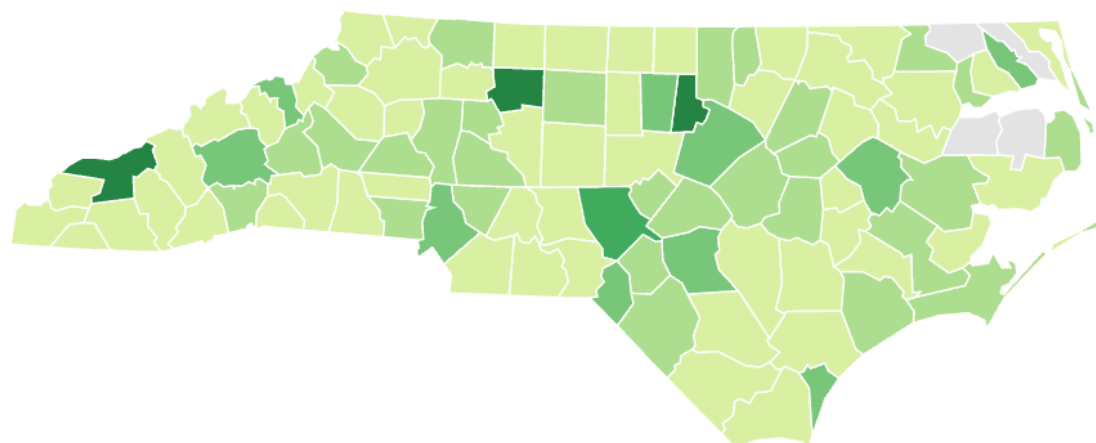
Profession Demographics for North Carolina



Existing Data – What Do We Know?

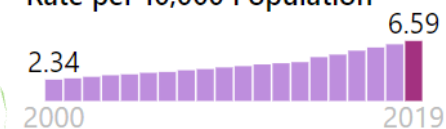
2020 licensure data relatively consistent with prior years: **PAs**

Physician Assistants per 10,000 Population by County, North Carolina, 2019

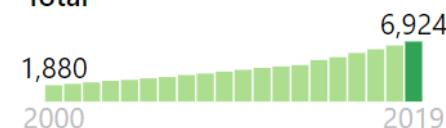


Profession Demographics for North Carolina

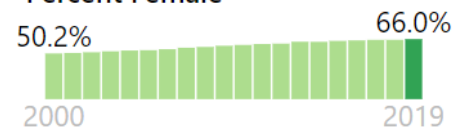
Rate per 10,000 Population



Total



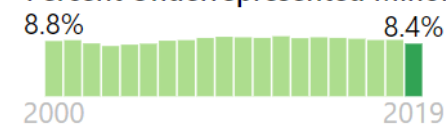
Percent Female



Percent 65 or Older



Percent Underrepresented Minority



Existing Data – What Do We Know?

NC Nursecast – nurse supply & demand model, launching in early November

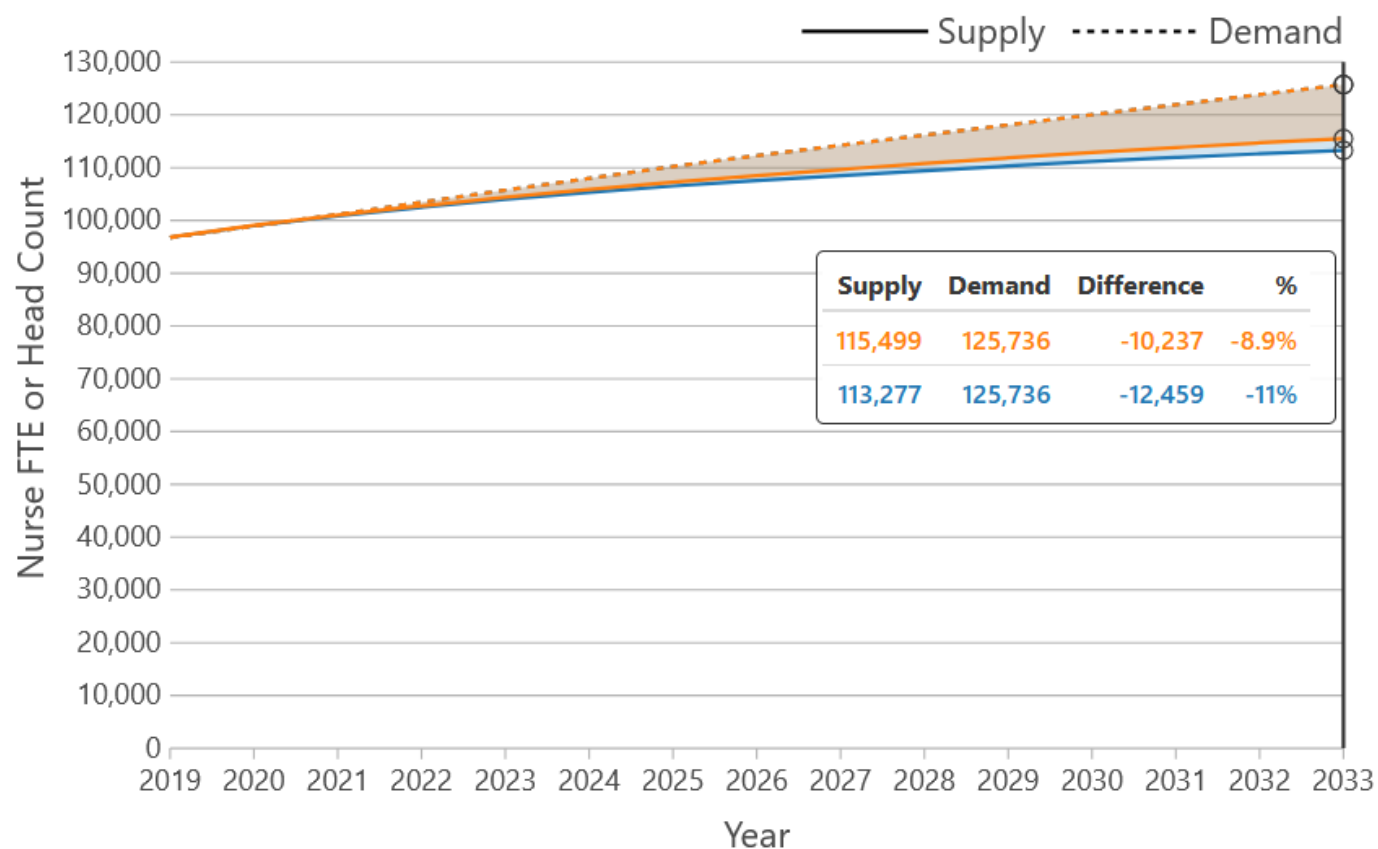
- Based on pre-COVID data
- Nurse shortages were coming, even without COVID
- Increasing nurse training enrollment won't solve the shortages: current workforce retention is important
- To increase training – need faculty, training sites, preceptors!



Existing Data – What Do We Know?

Projection of Nurse Workforce, Supply - Demand

North Carolina, 2019 - 2033

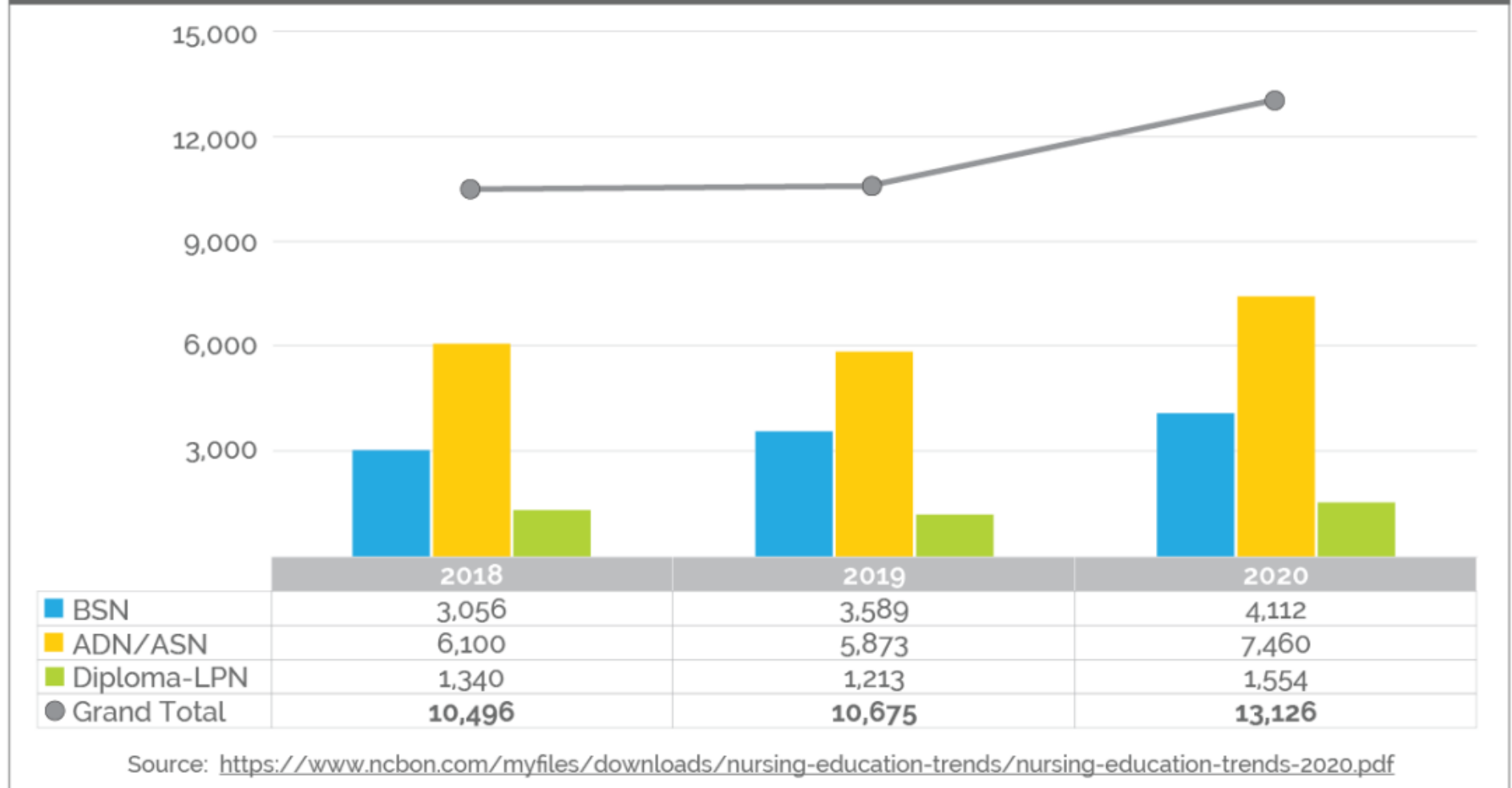


**Projection with +10%
new graduate supply**

Baseline projection

Existing Data – What Do We Know?

TOTAL CURRENT STUDENT ENROLLMENT BY NC PRE-LICENSURE NURSING PROGRAM TYPE (Academic Years 2018-2020)



Gaps – What Information Do We Need? What's Next?

- **We have supply data for NC's health workforce, but we need more information about employer demand**
 - Where are employer hiring pain points? How have patient needs and worker roles changed?
 - S704 Pandemic Workforce Study got us started
 - **New: NC Health Workforce Sentinel Network** to gather of-the-moment information from the state's health workforce employers. Questionnaire open now and data available in January.

Gaps – What Information Do We Need? What's Next?

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North Carolina Health Workforce Sentinel Network

Thank you for choosing to participate in the North Carolina Health Workforce Sentinel Network. The Sentinel Network gathers information from the state's healthcare sector and makes this information available for policy makers, educators, and employers to address current needs and concerns. The COVID-19 pandemic has drastically affected the healthcare environment, so you will see questions that ask about its impacts on your organization and how your organization has responded. We realize that there is much uncertainty at this time, but we thank you for adding your voice to the Sentinel Network to provide the information needed to craft relevant solutions to your critical health workforce needs.

By participating, you will:

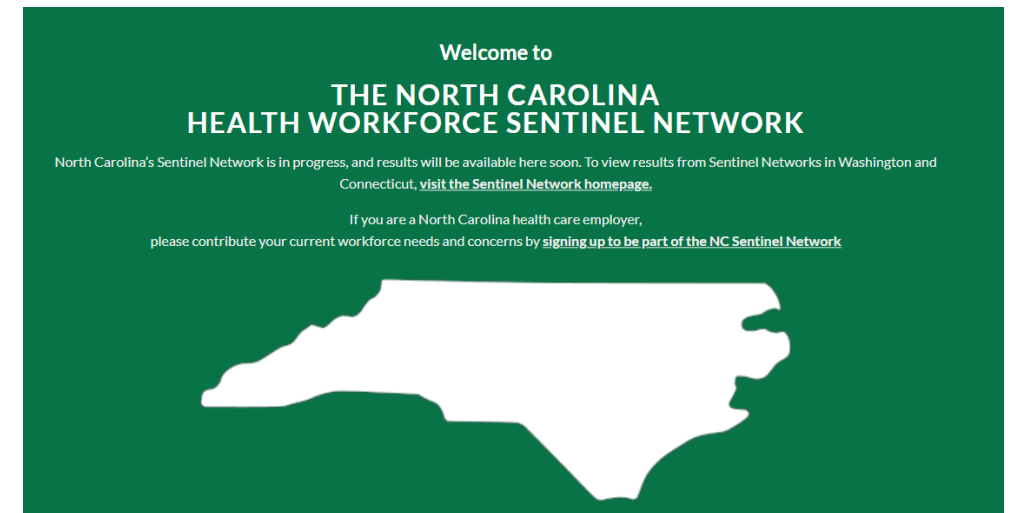
- Help ensure the state's health workforce is adequate and prepared to respond to the transforming health care environment, including responses to the COVID-19 pandemic.
- Inform and have access to current and actionable information about emerging workforce needs and demand trends in similar employer groups.

Sentinel Network findings will be available at nc.sentinelnetwork.org shortly after the survey closes.

To keep the current information current and understand trends, we will be repeating this process in 6 months; we look forward to your feedback, which will help us make improvements for next time. Thank you for contributing this essential information so we can collectively innovate solutions.

Before starting the survey, you may also [preview the questions and format here](#).

nc.sentinelnetwork.org/join



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Gaps – What Information Do We Need? What's Next?

- **Ongoing strategic planning to connect data & action, solve problems, engage stakeholders, and prepare for the future**
 - NC Center for Health Workforce to plan, prioritize, and track progress. Convening early 2022.